

ENVIRONMENTAL AND ECONOMIC RESOURCE CENTRE (EERC)

January 2019

This document describes the gender policy as approved by the Governing Body of Environmental and Economic Resource Centre in Decision GB01/01. The policy was adopted as Gender Policy and Gender Strategic Action Plan for "2020–2025".

This Gender Policy was Adopted by the Governing Body of Environmental and Economic Resource Centre on 20th December 2021".

BACKGROUND

The Governing Body of the Environmental and Economic Resource Centre (EERC) vests the Executive Committees (Director and the Program Managers in all the regional offices) with a clear mandate to incorporate a gender-sensitive approach in the EERC programs and operations. The Governing Body identifies the need to promote inclusiveness in gender to facilitate and support the realization of Sustainable Development Goals while developing scalable agricultural solutions and environmental management practices in Africa.

The Governing Body identifies women to be explicitly listed among the stakeholders and therefore stressed the need for gender balance starting from among the members of the Governing Body, staff, and partners.

The Gender Policy and Gender Strategic Action Plan of EERC hereinafter "Gender Policy" expresses the commitment of EERC to promote gender equality within the management, regional offices and in all EERC programs and operations by taking into consideration the policies and standard practices towards ensuring compliance with the global operations on gender equality as expressed in the Goal 5 of the Sustainable Development Goals (SGDs) of the United Nations.

The Governing Executives



Prof Janice Olawoye
Chairperson, Governing Body



Prof. Akintunde A. Okunade
Ag. Sec, Governing Body



Mrs. Opeyemi Loveth
Member, Governing Body

A. RATIONALE

The Environmental and Economic Resource Centre (EERC) is an African Based Non-profit Scientific Research Organization that works in partnership with governments, civil society organizations, and the private sector to develop scalable agricultural and environmental management practices with real impact on poverty reduction, food security, livelihood development, ecosystem health and conservation. We recognize that maximizing the inclusiveness in gender (full and unencumbered participation of women and girls) will go a long way in achieving sustainable solutions and a widespread impact while driving scalable solutions and promoting agricultural, environmental, social and economic development in Africa.

Our goal and program objectives, and commitment to programmatic excellence spawned the need that our work and the organization support and empower both women and men to promote inclusiveness and joint action towards addressing the agricultural and environmental problems as well as supporting the realization of the Sustainable Development Goals (SDGs) in Africa.

EERC gender policy was developed and published to provide a clear and consistent message on our commitment to gender equality and accountability, and the readiness to maximize effectiveness in our operations, as well as strengthening the organization, enhance program resources, improve coordination with local and international partners, and our funders.

B. OBJECTIVES

This Gender Policy clearly reinforces explicit commitment of EERC to advancing gender equality¹ as well as our responsiveness to the, culturally diverse context of gender equality to better address and account for the links between gender equality and agriculture, environment, natural resources, livelihood, and economic development. The Gender Policy commits EERC to:

1. Enhance gender equality within the EERC program implementation and operations, as well as the governing structure and among the staff.
2. Promote the goals of gender equality and women's empowerment through its program implementation with emphasis on equal access of men and women to, and benefit from interventions, services, and opportunities.

EERC Gender Policy spells out the principles for achieving gender equality and women's empowerment through an action plan and supporting technical guidance,

¹ **Gender equality** entails the concept that all human beings, both women and men, are free to develop their personal abilities and make choices without the limitations set by stereotypes, rigid gender roles or prejudices. Gender equality means that the different behaviours, aspirations and needs of women and men are considered, valued and favoured equally. Source: UN Women, *Guidance Note Gender Mainstreaming in Development Programming*, 2014.

the operational requirements for stakeholder involvement in the design, implementation and evaluation of EERC programs. The Gender Policy therefore affirms that:

- i. the contributions of both women and men² are visible and valued;
- ii. both women and men are listened to and exercise influence; and
- iii. women and men have equal access to, and benefit from, information, assets, services and opportunities

This Gender Policy moves beyond a narrow understanding of gender to consider, respect and value the contribution of both women and men.

C. IMPLEMENTATION

The objectives of the Gender Policy will be achieved by incorporating a gender-based approach into all EERC programs' design, operations, and administrative practices. The gender-based approach will be achieved through regular research on gender analyses, development and incorporation of a gender-sensitive design into EERC programs, as well as data disaggregation, and learning.

1. Program Design Approach

EERC will apply a gender based program design approach to contribute to a high-quality, more comprehensive, systematic and participatory sex-disaggregated data collection, qualitative and quantifiable gender analysis and action plans, and a knowledge-based system that supports gender-related learning outcomes.

Gender analyses: Gender equality means recognizing that men and women often have different needs and priorities, face different constraints, have different aspirations, and contribute to development in different ways. To enable the exploration and understanding of gender differences, we will systematically deploy and continuously improve tools to assess the needs of both males and females in our formative research, and monitoring and evaluation. We will also strive to ensure that all staff understand the different roles, responsibilities and experiences of women and men in relation to the issues being addressed under each of the EERC program. Gender specialist will undertake targeted analyses aimed at testing hypotheses, gaining deeper understanding of gender-based needs, opportunities and constraints, and improving EERC approach to an effective gender inclusion.

Gender-sensitive design: Draw upon research, analysis and experiences to design interventions that advance gender equality through our programs and operations.

Gender-integrated implementation: Ensure project implementation strives to achieve equitable access of men and women to resources, information, services and opportunities.

² References to “women” and “men” in this policy are, where appropriate, inclusive of the disabled, and girls and boys respectively.

Sex-disaggregated data: Systematic collection and analysis of sex-disaggregated data to understand the level of inclusiveness that has been achieved irrespective of the differences on issues affecting females and males.

Learning: Systematic capturing and sharing of programmatic lessons learned in relation to intended and unintended impacts on the lives of women and men, including impact on gender equality and inclusion.

Following this approach, EERC will be able to sustain an institutional culture and enabling environment that integrates gender equality, in all sphere of engagement and across diverse stakeholders, systems, and frameworks during the course of our program implementations.

2. Administrative Practices

EERC commits to the process of incorporating a gender based approach into the organizational policies, strategies, administrative functions and organizational culture. EERC places high priority on healthy administrative rules and organizational culture that support female group to achieve work-life balance. EERC is at its most effective at delivering gender-integrated programming when our own corporate policies and processes are gender-sensitive and support gender equality.

EERC recognizes that this is an ongoing process that will require sustained commitment of will, time and resources. We further recognize that gender inequality is a relational issue, and as such, it can only be addressed by working with men as well as women. In practice this will require us to examine and (where necessary) revise the policies, formal and informal practices, and characteristics of our organization to ensure that they support gender equality. Our activities will include:

- A. Gender-sensitive policies:** Ensure incorporation of gender-sensitive languages and gender equality principles into administrative policies of EERC.
- B. Committed leadership:** Leaders regularly communicating and demonstrating their commitment to the Gender Policy, e.g. through strict compliances to rules and recognition of efforts to advance policy objectives.
- C. Gender training:** Based on the identified global concerns on gender equality, our research and learning as well emerging issues on gender equality, capacity-building opportunities are made available to staff through trainings and e-learning platforms.
- D. Human Resource:** Gender-sensitive and gender-equitable practices integrated into:
 - i. Job recruitment and hiring;
 - ii. Performance evaluations;
 - iii. Work-life balance entitlements in from of maternity and paternity leave; and
 - iv. Remuneration-related processes to ensure equal pay for equal work.
- E. Female staff targets:** Our ambition is to achieve gender balance across all countries and at all levels. EERC will continue to insist that advancement and

hiring through merit is critical to our success. Women's ability to be hired and advance at EERC will not be because of their gender but because of their talent, insight and experience.

- F. Sex Harassment:** EERC commits to zero tolerance of sexual abuse and exploitation among the governing members (Section 8:5 of the Roles and Conduct of the Governing Body) and staff (Section 4.6 of the Human Resource and Administration Policy). Programs and project intervention will be designed and implemented to capture information incidence of sexual exploitations.

D. ACCOUNTABILITY

EERC commits to undertaking an organizational gender self-assessment to learn from our ongoing gender integration work and to identify opportunities for improvement. Headquarters and country offices will use these insights to identify actions to be taken and ongoing mechanisms needed for monitoring progress.

E. EFFECTIVENESS AND REVISION

The Gender Policy comes into force from the date of adoption by the Governing Body of EERC led by the President alongside other executive members. The policy shall apply to ongoing program activities and to those to be implemented within the frame of its validation. The Gender policy will remain in effect until amended, revised or suspended by the Governing Body.